



## CITY OF NEWPORT BEACH BENEFITS SUMMARY

### Association of Newport Beach Ocean Lifeguards, Local 906 Effective April 1, 2007 through March 31, 2009

*This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.*

#### GENERAL PROVISIONS

**Recognition:** Recognition is restricted to active employees with job titles of Lifeguard I, II and III who have worked 300 cumulative hours during the most recent summer season (or the previous summer if they were on an approved leave of absence).

#### COMPENSATION

**Salary Adjustments:** During this contract year salary adjustments are as follows:

April 2007 - 4% increase for Lifeguard I & II  
April 2007 – 5% increase for Lifeguard III  
April 2008 - 4% increase

**Bilingual Pay:** Fifty cents (\$0.50) per hour for street conversational level Spanish. Testing is required.

**EMT Pay:** Fifty cents (\$0.50) per hour for certification.

**Compensation for Overtime:** Paid at 1.5 hours for each hour worked over 40 in a basic workweek.

**Temporary Upgrading of Employees:** Employees temporarily assigned to Lifeguard II or Lifeguard III job classifications shall receive a 5% pay differential over the employee's regular rate of pay for all time worked in the higher classification.

#### FRINGE BENEFITS

**PARS Retirement:** All employees not eligible for PERS will be enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City make a contribution to this plan of 3.75% of salary.

**Sunglasses:** ANBOL members will be paid in July of each year they are working \$100 towards the purchase of UVA/UVB compliant sunglasses.

**Sunscreen:** Employees will be provided sunscreen and lip balm on an as-needed basis.

**Skin Cancer Screening:** Annual exams will be provided. Employees that are scheduled to be screened off duty will be paid one (1) hour of compensation.

**Uniforms:** The following items will be provided once per season: one pair of sweatpants, one pair of uniform trunks, two uniform shirts, and full brimmed uniform hat. The following will be provided once per career: jacket, swim fins, mask and snorkel.

**Gym:** ANBOL members will be provided access to the City gym.

**Parking Passes:** Represented employees will be provided one parking pass.

Updated as of 10.09.07  
Revised (mwd): 8.3.09